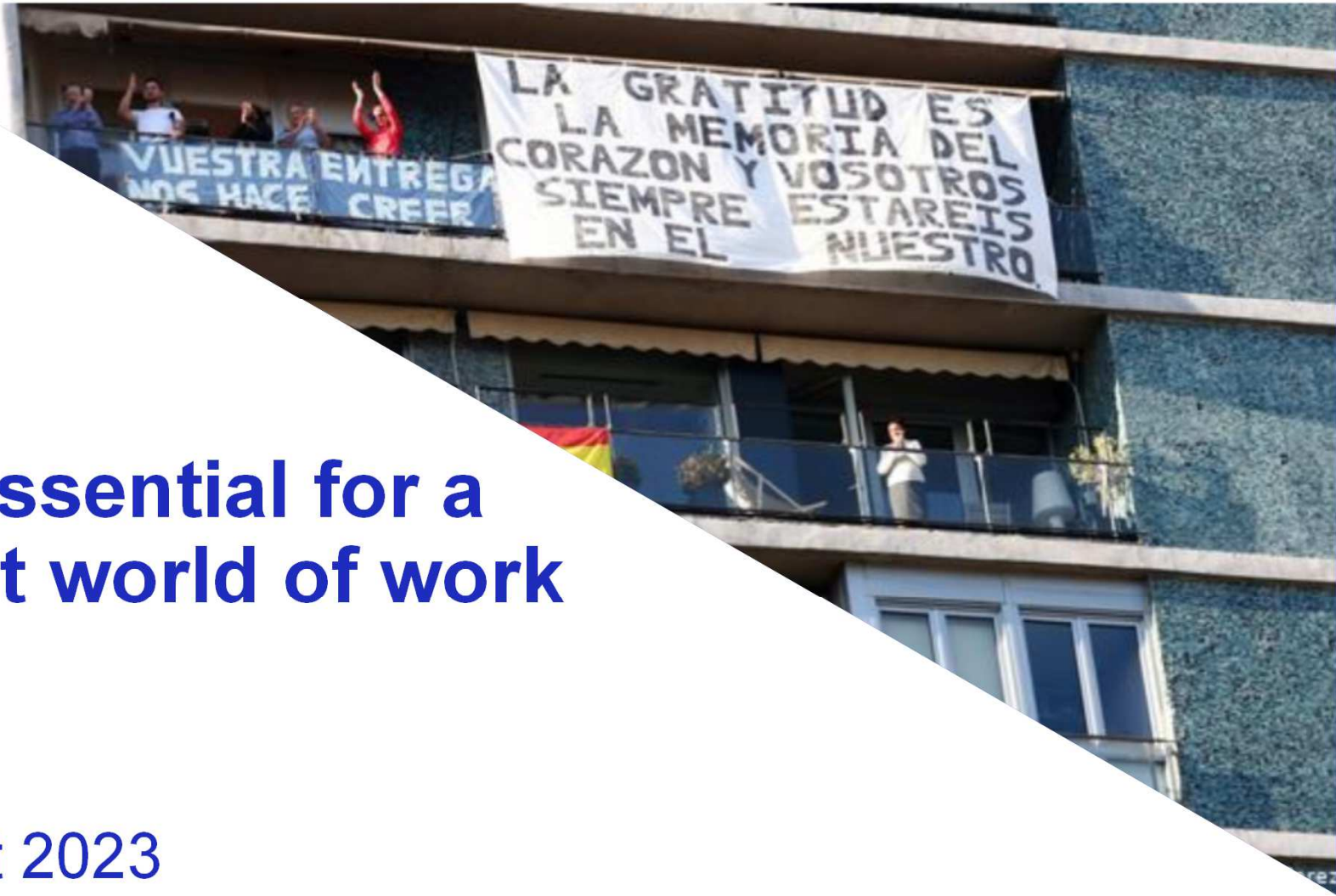




► Valuing the essential for a more resilient world of work

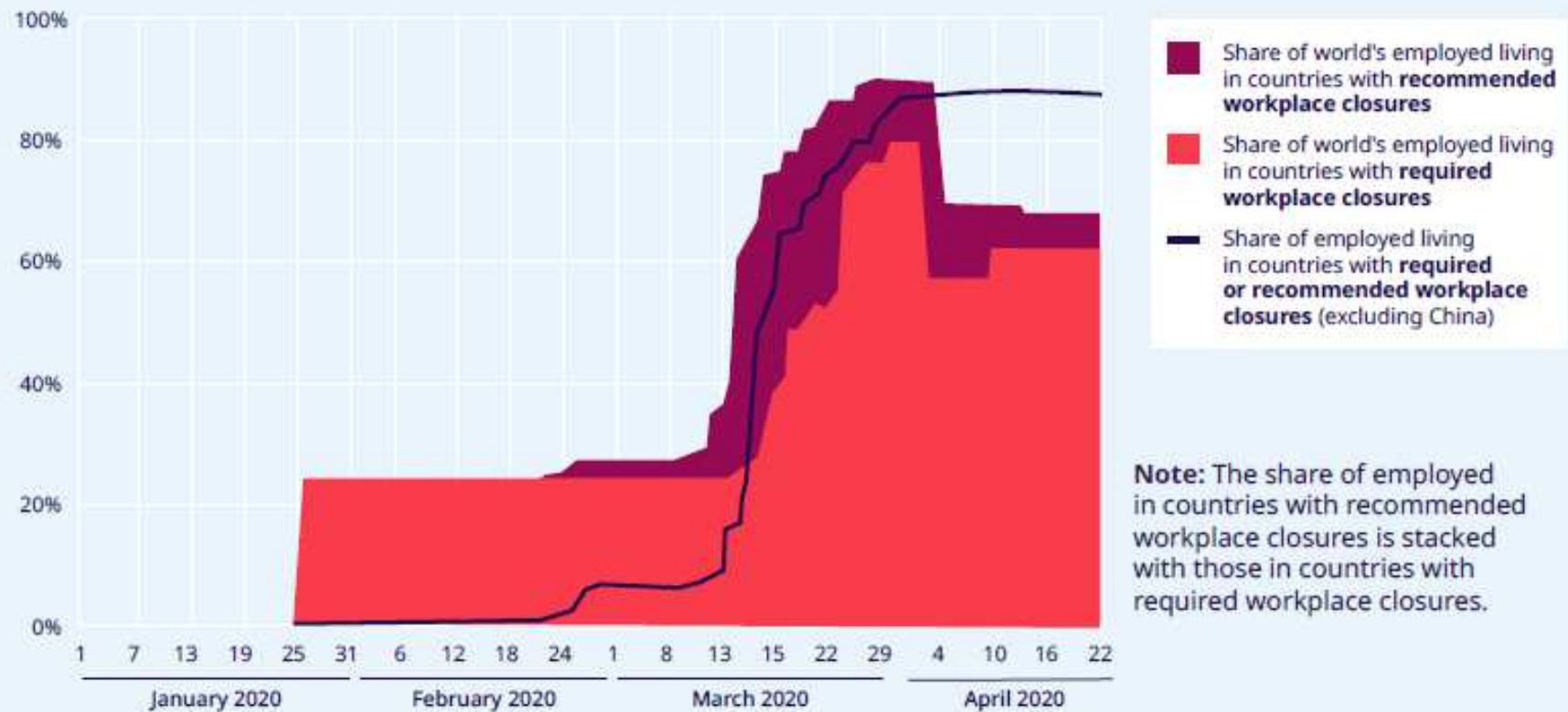
ILO WESO report 2023

*“If there is any collateral benefit to the COVID-19 tragedy, it is that the labor and contribution of those in our social service, cleaning, delivery and warehouse, grocery, healthcare, and public transit industries have finally received the attention and respect that they are due. **How well we protect, compensate, and care for these workers, then, will be the ultimate litmus test for what we’ve learned from this global pandemic.**”*

— New York City Comptroller’s Office

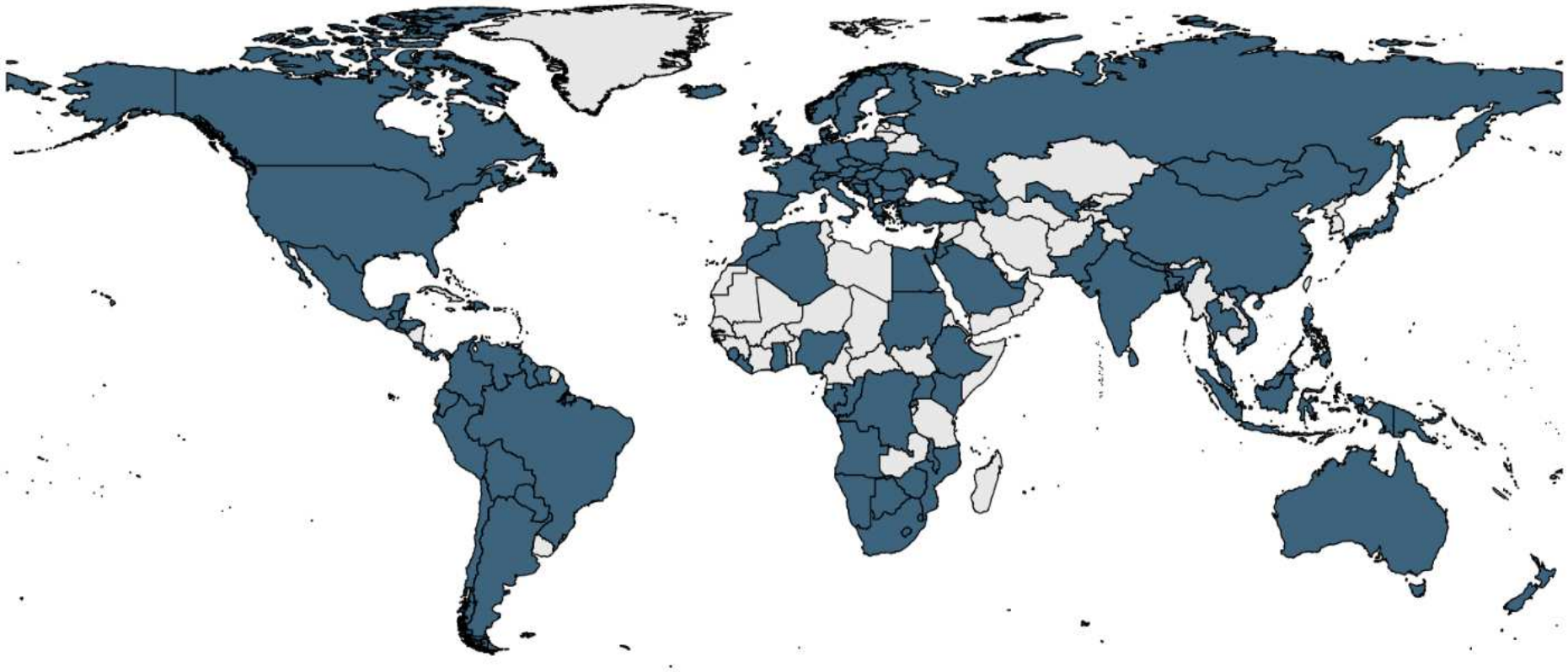


(A) Employment in countries with recommended or required workplace closures



Defining essential services and mapping to ISIC/ISCO

4



126 countries issued lists in March-April 2020 designating those activities or services that had to continue to operate notwithstanding the pandemic

► ilo.org

Key workers: 8 non-teleworkable occupational groups working in key sectors



Key workers = key occupations $\cap$ key sector

- 1) food systems workers
- 2) health workers
- 3) retail workers
- 4) security workers
- 5) manual workers (includes plant operators and warehouse workers)
- 6) cleaning and sanitation workers
- 7) transport workers
- 8) technicians and clerical workers

«Essential work» in an historical perspective

Plague era essential services included gravediggers to bury the dead, guards to enforce quarantine, nurses to serve at pesthouses and 'searcher of the dead'. Work often performed by widows and parish pensioners.

During WWI and WWII, various countries issued lists of "essential activities" that were indispensable and exempt from military service. A similar list issued by Ukraine government following the Russian invasion.

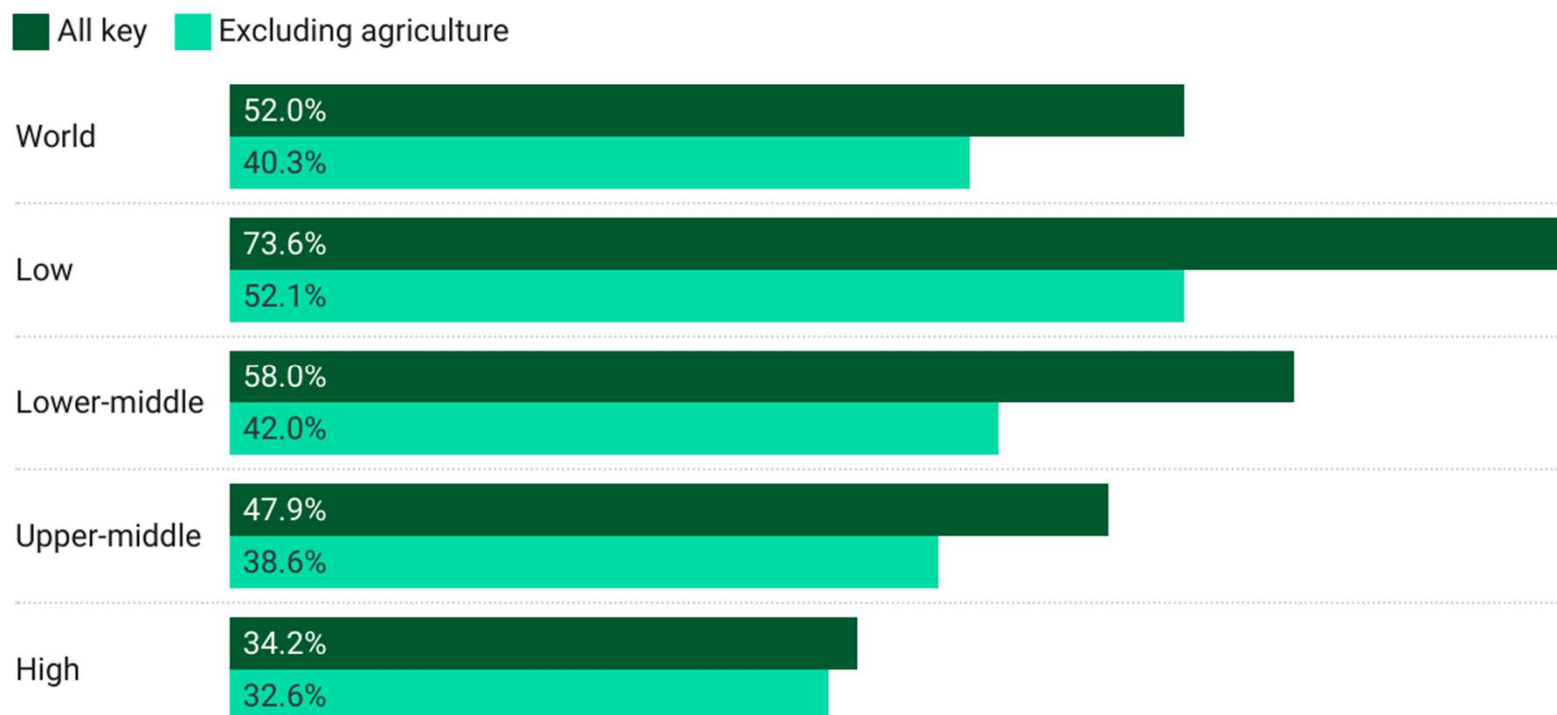


► Distinction from juridical concept of «essential workers»

The other known use of the term “**essential workers**” is juridical, in reference to legal limitations imposed by many countries on the right to strike of workers performing essential services.

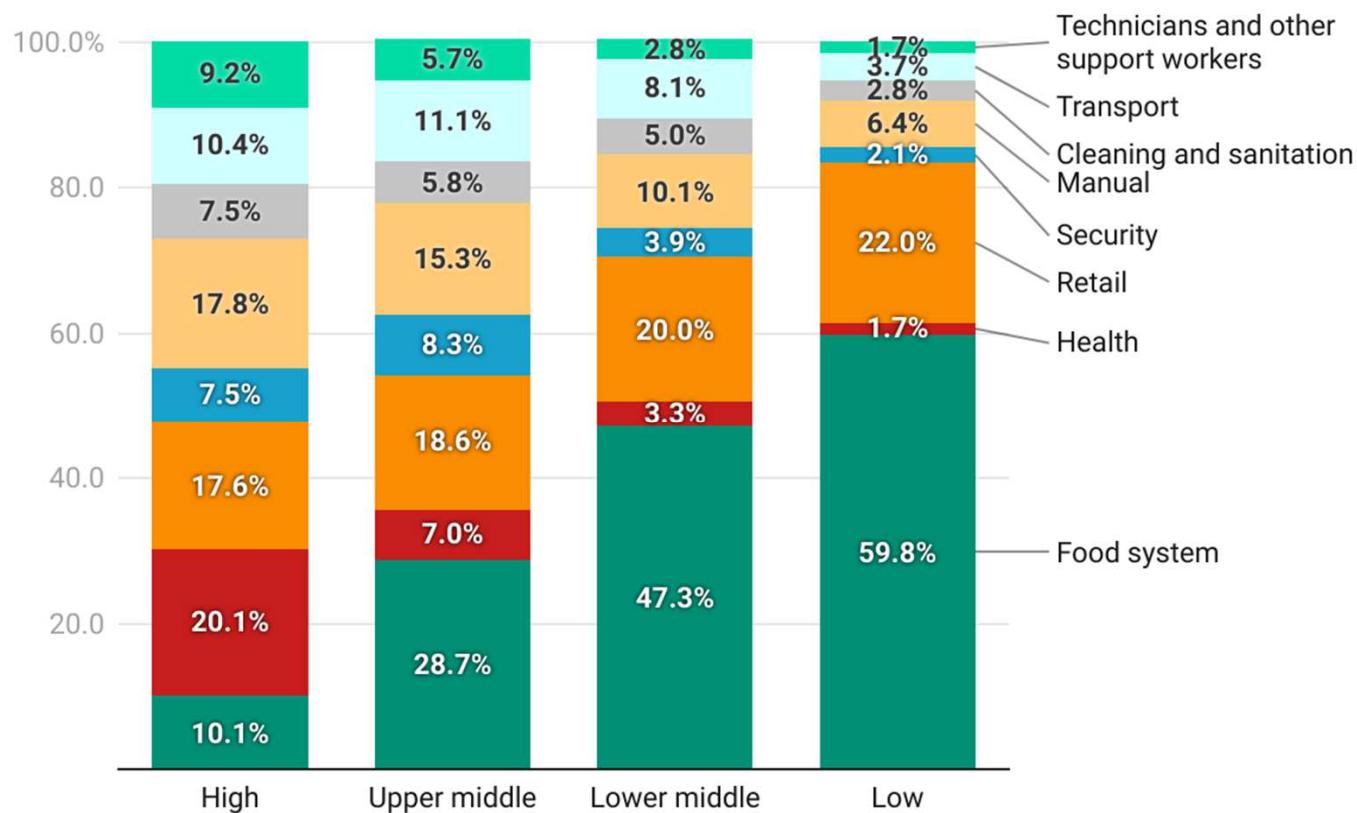
According to ILO’s Committee on Freedom of Association (CFA), such restrictions are valid only “for public servants exercising authority in the name of the State”, “in the event of an acute national emergency for a limited period of time,” or if the interruption of service “could endanger the life, personal safety or health of the whole or part of the population.” Typically associated with services that meet basic needs including utilities, public safety, health, and over time, sanitation.

Percentage of key workers among employed population by country-income group, with and without agriculture

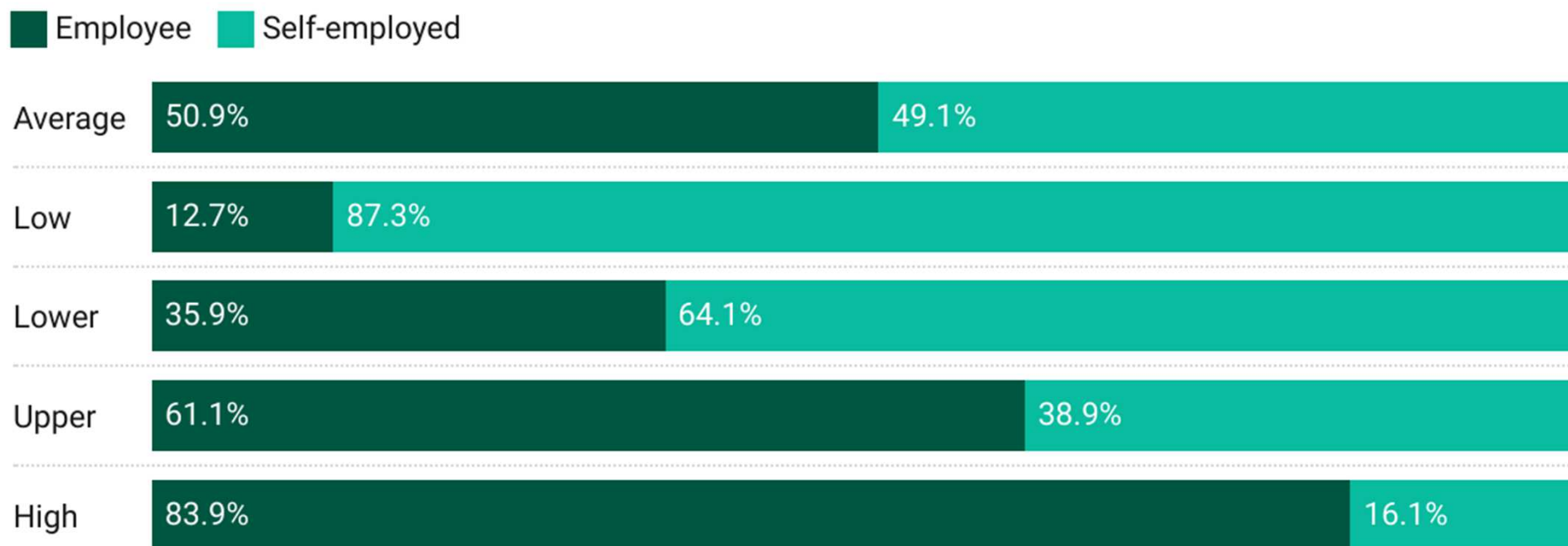


Source: Analysis based on ILO Harmonized Microdata (ILOSTAT); 90 countries.

Distribution of key occupations among country-income groups



► Employment status of key workers by country-income group, percentage



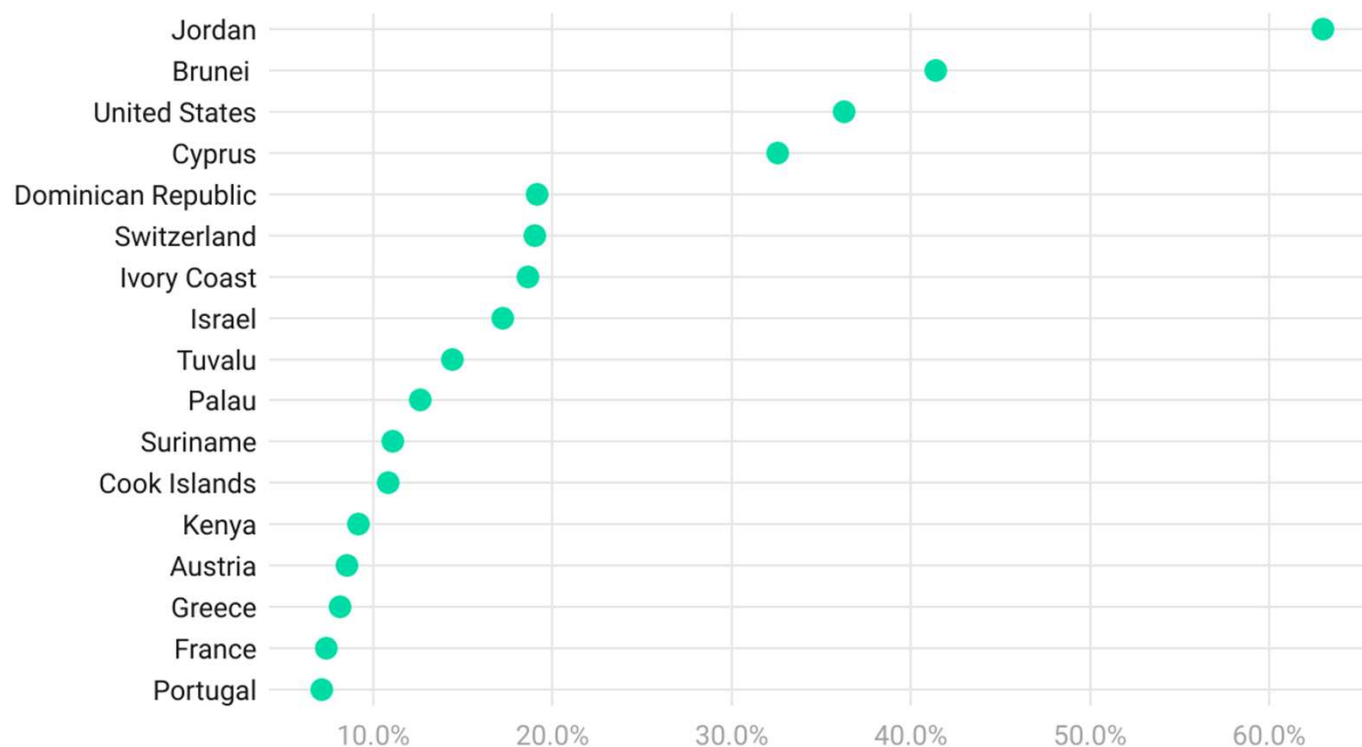
Sex of key workers by occupational group, percentage average across countries

Male Female



► Migrant workers as key workers

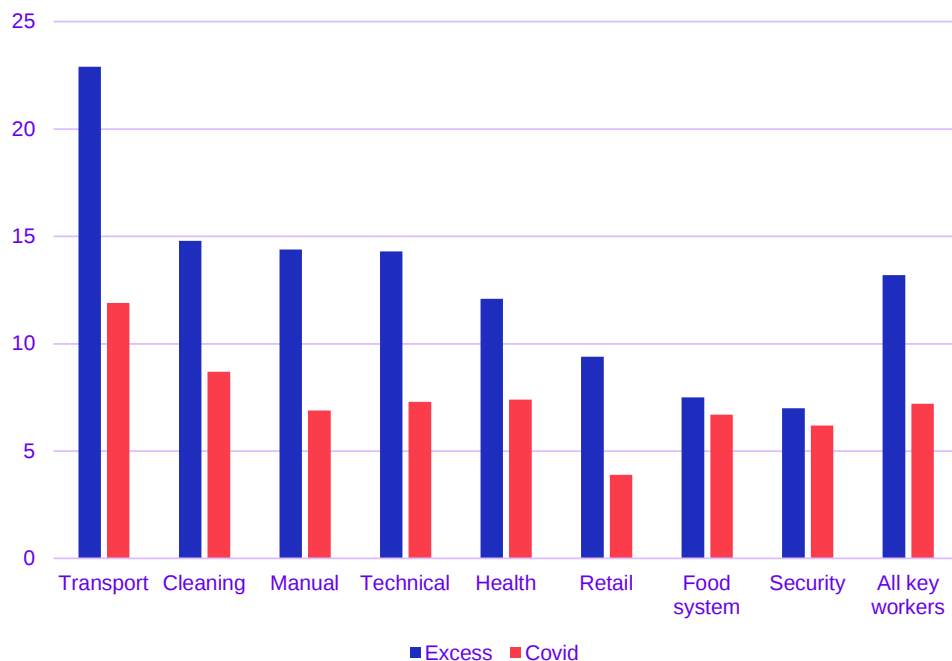
Pre-pandemic share of migrant key food system workers



Nearly one in five key workers in high-income countries was a foreign migrant (8 percent for 50 countries with data)

In high-income countries, migrants over-represented in agriculture and cleaning and sanitation (1 of every 4 in cleaning)

Key workers suffered greater mortality from COVID-19, with some occupations less protected than others

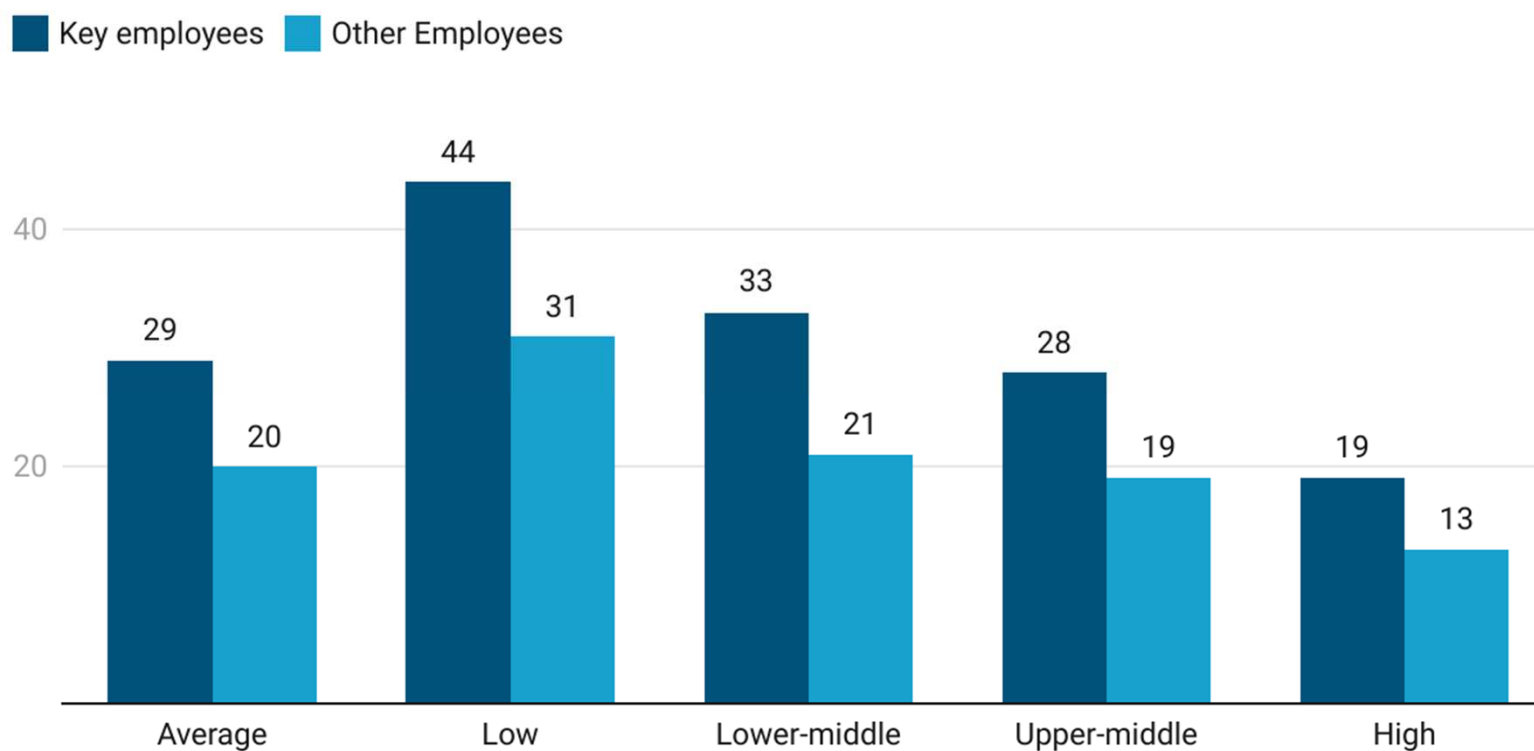


Monthly excess and Covid-19 mortality by occupation group, April to December, 2020, US

Category	Excess mortality	Category	Excess mortality
Van driver	2.94	Gas station attendant	0.42
Truck driver	2.77	Maintenance technicians	0.42
Bus driver	2.26	Other warehouse workers	0.39
Interstate bus driver	1.85	Administrative supervisor	0.39
Night watchman	1.05	Production line worker	0.38
Motorcycle drivers	1.03	Caretakers	0.38
Doorman	1.02	Cleaner	0.36
Storage worker	0.73	Cook	0.34
Nurse technician	0.66	Manager	0.29
Meatpacker	0.58	Building maintenance	0.25
Hand packers	0.42	Car mechanic	0.24

Excess Monthly Mortality per 1 000 formal workers in 2020, Brazil [ilo.org](https://www.ilo.org)

► **Going into the pandemic, key workers overall received lower pay and had worse working conditions than non-key workers**



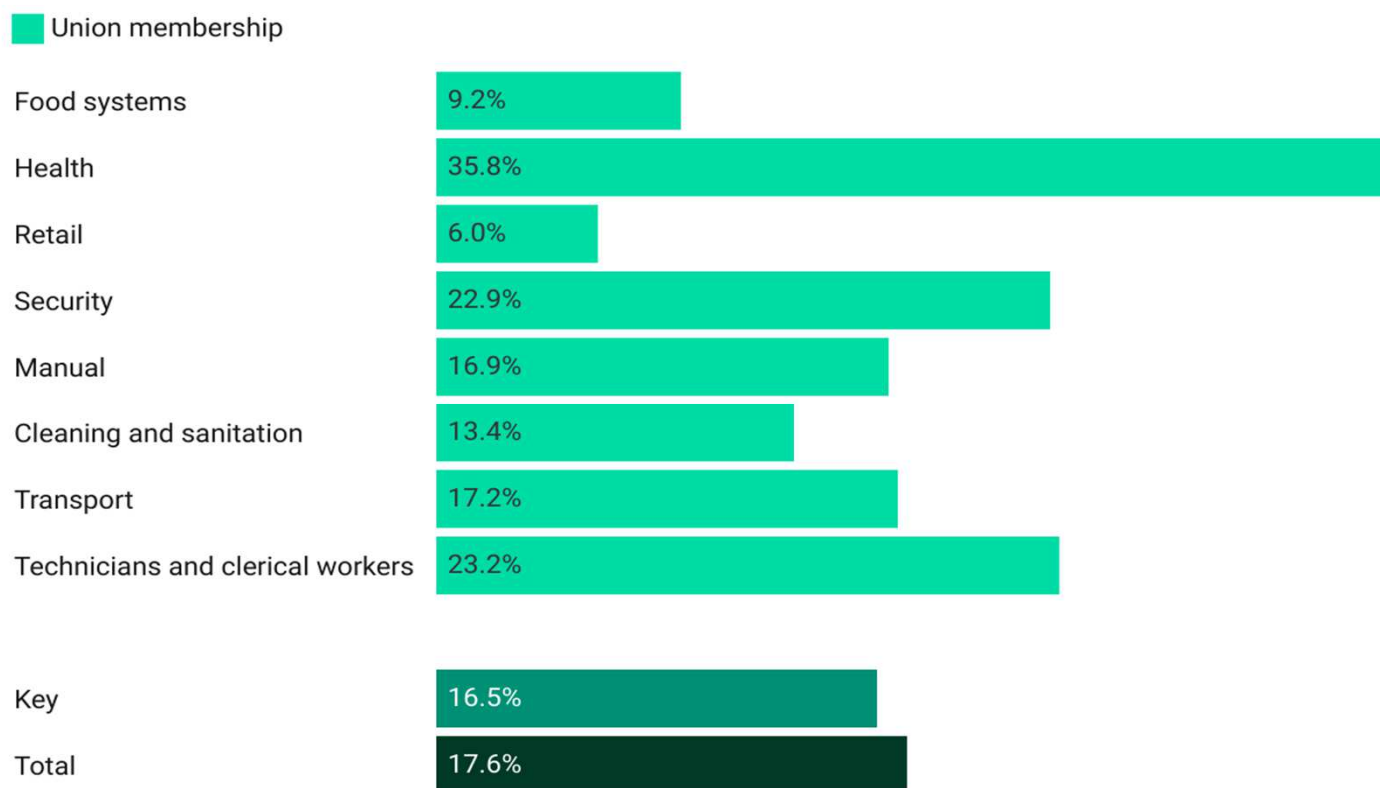
► Unexplained «pay gap» among key workers



On average, 29 per cent of key employees are low paid at all levels of development, earning 26 per cent less than other employees, of which only 17 percent is accounted for by education and experience.

In food systems, the share of low-paid key employees is 47 per cent; for key retail workers it is 37 per cent.

Union membership among key employees, average for 19 countries



► **Building resilience:
Investing in the institutions of work
and in key sectors**

► **OSH as fundamental convention: ILO Member States henceforth obliged to uphold the principles related to a safe and healthy work environment.**

Work Health and Safety Act 2011 (Australia)

(1) A person conducting a business or undertaking must ensure, so far as is reasonably practicable, the health and safety of:

(a) workers engaged, or caused to be engaged by the person; and (b) workers whose activities in carrying out work are influenced or directed by the person;

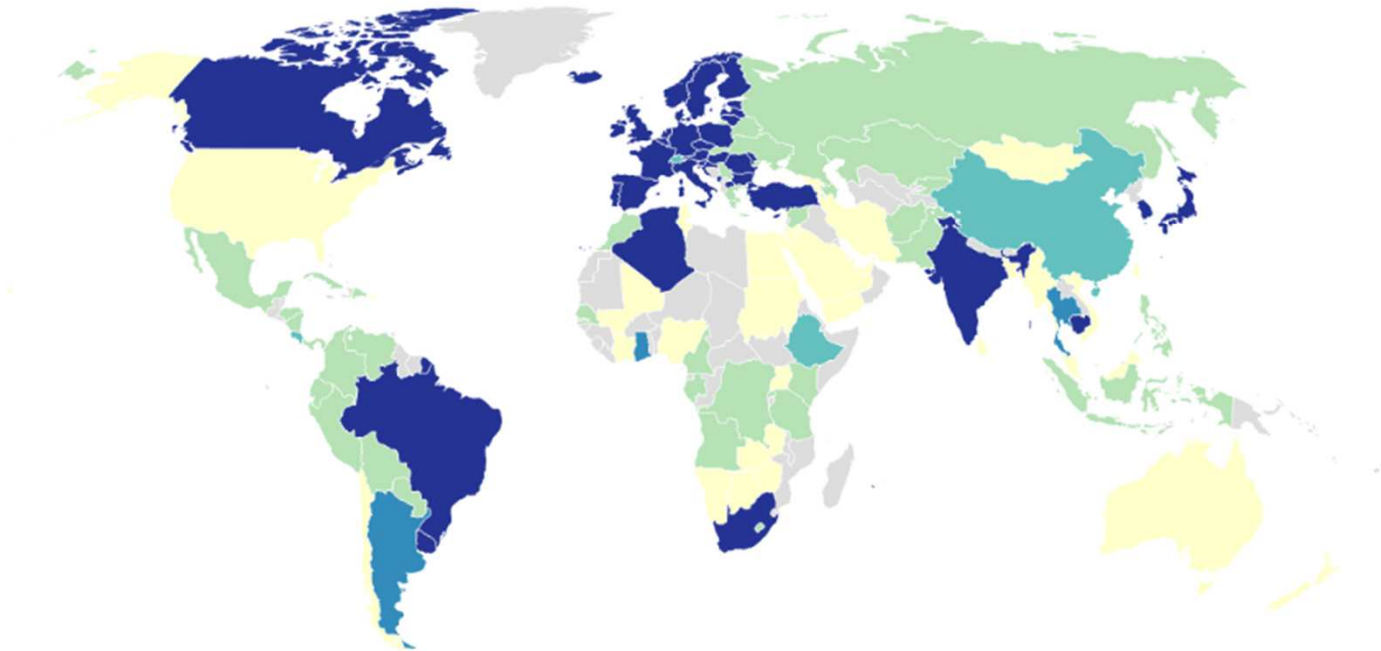
while the workers are at work in the business or undertaking.

(2) A person conducting a business or undertaking must ensure, so far as is reasonably practicable, that the health and safety of other persons is not put at risk from work carried out as part of the conduct of the business or undertaking.

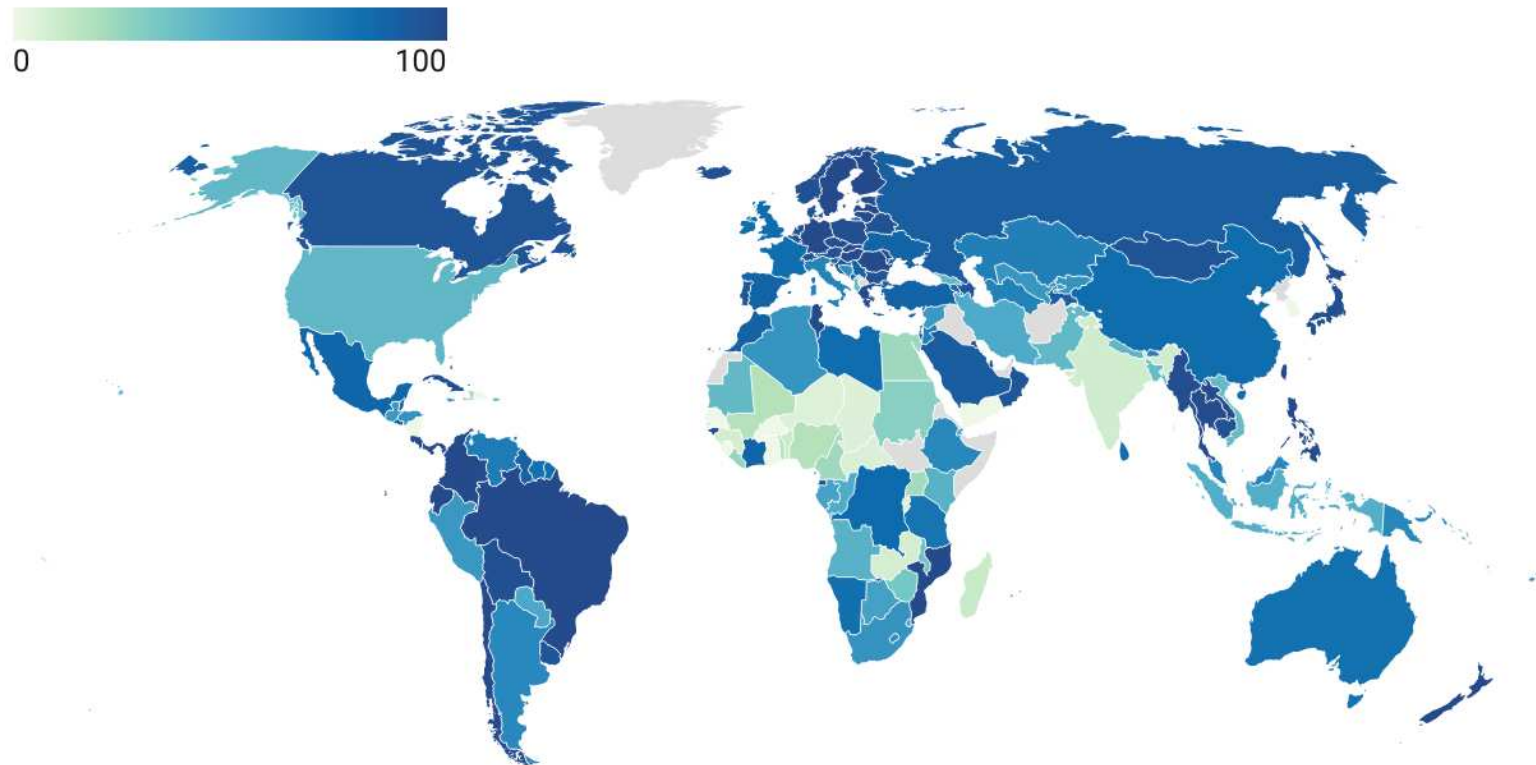
Equality of treatment among contractual arrangements

Equality of treatment between
fixed-term and permanent
workers

0.2 0.4 0.6 0.8



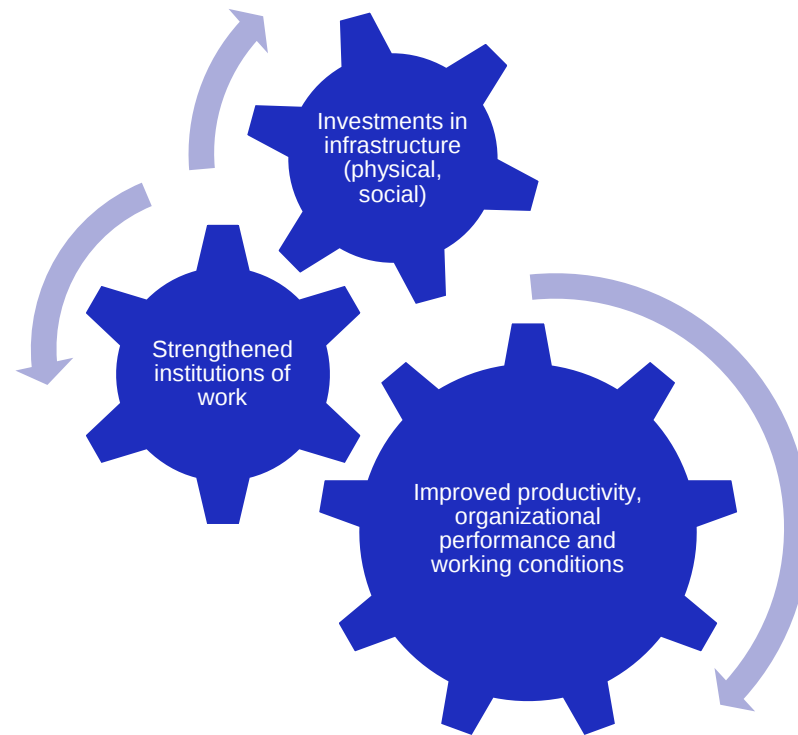
Legal coverage of voluntary and mandatory sickness benefits, as a share of the labour force



Strengthen the institutions of work

- ✓ Ensure safe and healthy workplaces, for all workers, as set forth in the fundamental OSH conventions, while addressing the specific risks in key work
- ✓ Strengthen freedom of association and collective bargaining to promote social dialogue and address deficits in working conditions of key work
- ✓ Close legal gaps in labour protection, end employment misclassification and institute tailored policies to ensure protection for the genuine self-employed
- ✓ Ensure equality of treatment in contractual arrangements and consider other safeguards that prevent misuse of non-standard forms of employment
- ✓ Limit excessive working hours and unpredictable scheduling
- ✓ Leverage the benefits of the minimum wage and collective bargaining to ensure that key workers social contribution is duly rewarded
- ✓ Rectify the undervaluation of 'soft skills' in feminized occupations through targeted regulation and policies
- ✓ Ensure social protection for all, with special attention to paid sick leave
- ✓ Improve access to training to build competencies and facilitate career progression
- ✓ Improve compliance to bridge the gap between law and practice

Investments in physical and social infrastructure as a necessary condition



The economic, employment and gender equality benefits of investing in care

Table 4 Matching Scandinavian employment and wages in care

	<i>Additional care empl. needed</i> (1)	<i>Wage rise needed in care industry</i> (2)	<i>Resulting rise in overall empl. rate (% pt)</i> (3)	<i>Resulting rise in women's empl. rate (% pt)</i> (4)	<i>Resulting fall in gender empl. gap</i> (5)	<i>Additional gross spending in care required (% GDP)</i> (6)	<i>Additional net spending required (% GDP) to achieve total employment rate as in column (3) if investment is in:</i>	
							<i>care</i> (7)	<i>construction</i> (8)
France	39%	18%	2.5	3.8	– 41%	2.2%	0.9%	2.3%
Germany	88%	30%	5.3	7.6	– 57%	3.5%	1.4%	4.4%
UK	101%	61%	5.6	7.5	– 40%	4.9%	3.1%	6.8%
US	144%	62%	8.4	11.3	– 65%	5.2%	2.7%	5.1%
Spain	277%	10%	6.3	9.5	– 63%	5.8%	3.1%	7.7%
Italy	352%	43%	5.7	8.4	– 30%	5.3%	2.8%	7.6%
EU-28	132%	0%	6.0	8.5	– 48%	3.7%	1.6%	4.3%

Source: Jérôme De Henau & Susan Himmelweit, 2021.
 ilo.org

► **Thank you!**

